Convoy Dispatch

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975 • www.tdu.org | February-March 2008 # 249

Teamsters Stand Up for Good, Full-Time Jobs

DHL and UPS are launching new attacks on Teamster full-time jobs.

Members are uniting to say Part-Time America Won't Work.

Good full-time jobs are under attack. Employers are replacing full-time jobs with part-time positions that don't pay a living wage—even under our top Teamster contracts.

DHL is ground zero for the latest attack on Teamster full-time jobs. UPS also has a new scheme to undermine full-time jobs.

The good news is Teamster members are fighting back. If we stick together, we can win.

As we go to press, Teamsters for a Democratic Union (TDU) has obtained the details of a yet-to-be-released contract at DHL that would destroy thousands of full-time Teamster jobs over time.

The secret deal would let DHL hire an unlimited number of part-timers to load, unload, sort and work the ramp. These part-timers would be guaranteed just three hours work and can be scheduled to work any five days.

Wages and other contract details are still being worked out. But DHL Teamsters are not waiting for the other shoe to drop. They are already spreading the word and preparing to vote down the proposed contract concessions.

UPS pioneered the attack on good full-time jobs in our union, and they're at it again. This month Brown launched a new initiative that uses part-time drivers to pick up ground packages.

The scheme violates contract language that exists precisely to stop the company from undermining full-time driving jobs by exploiting lower-paid part-time drivers.

Contact TDU for advice on enforcing the contract.

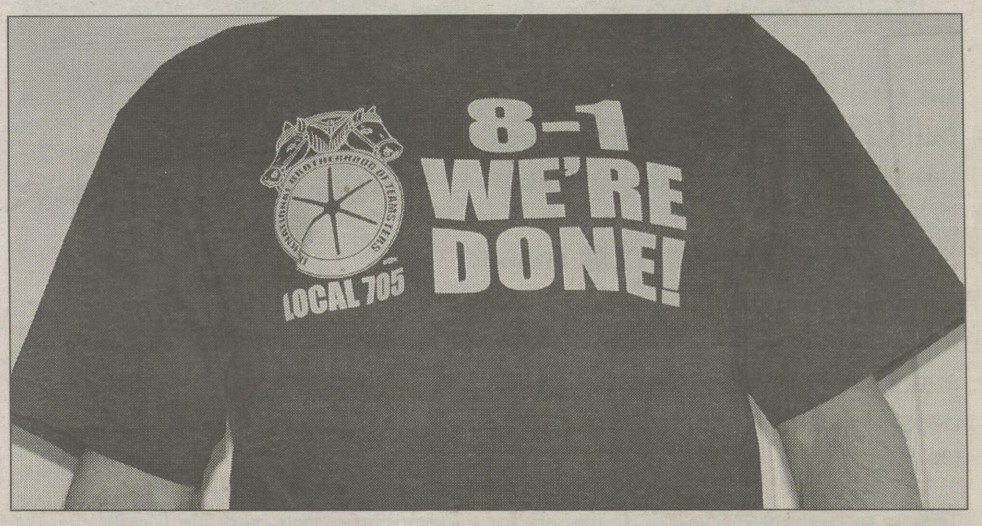
We Can Turn the Tide

Our union has already allowed too many full-time jobs to be converted into underpaid part-time positions—and not just at UPS.

The new freight agreement allows employers to hire part-time dock workers. And the International Union is behind the new part-time scheme at DHL.

Part-Time American Won't Work. That was the slogan that united our union to win 20,000 new full-time jobs at UPS.

In 2008, we face new attacks. United, we can win again.



Chicago UPSers Launch Contract Campaign

UPS has wrapped up a new national contract—but the company's bargaining headaches may not be over. Next up: separate contracts covering 16,000 Teamsters in Indiana and Illinois—including 10,000 Teamsters in Chicago Local 705, where the union has launched a contract campaign. **Pg 6.**

Local 804 Members Unite For Change

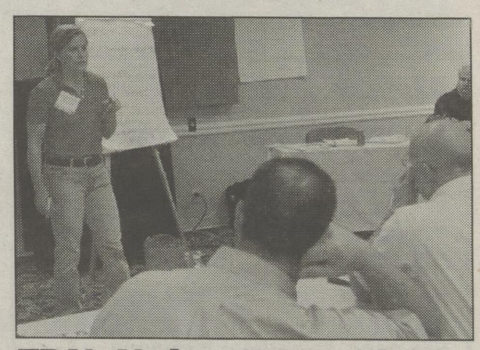
UPS has twice blindsided New York City Teamsters by demanding pension cuts. Now Local 804 members are organizing to change their bylaws to get the information they need to win strong contracts and defend their pensions. **Pg 3.**

Contract Givebacks Exposed at DHL

TDU has obtained the details of a new concessionary contract that would gut the grievance procedure and allow DHL to hire part-timers on a virtually unlimited basis. Members are gearing up to Vote No. **Pg 5.**

Freight Teamsters Look to the Future

After the most concessionary freight contract in Teamster history, working Teamsters debate what it will take to rebuild Teamster Power in freight. **Pg. 8-9.**

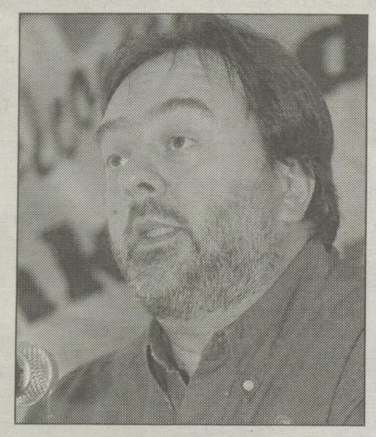


TDU: Union Education for Teamster Power

Save the date for the TDU Convention, Oct. 24-26 in Cleveland—featuring educational programs to help you overcome apathy and build union power. More info at www.tdu.org.

Letters From Our Members

Report from the Freight Vote Count



Jimmy Rickert
Local 429, Roadway
Reading, Penn.

It was an honor to represent working Teamsters as an observer at the freight contract vote count.

Members can rest assured that the process was monitored and on the up and up.

But many members have questions about who got ballots, and why?

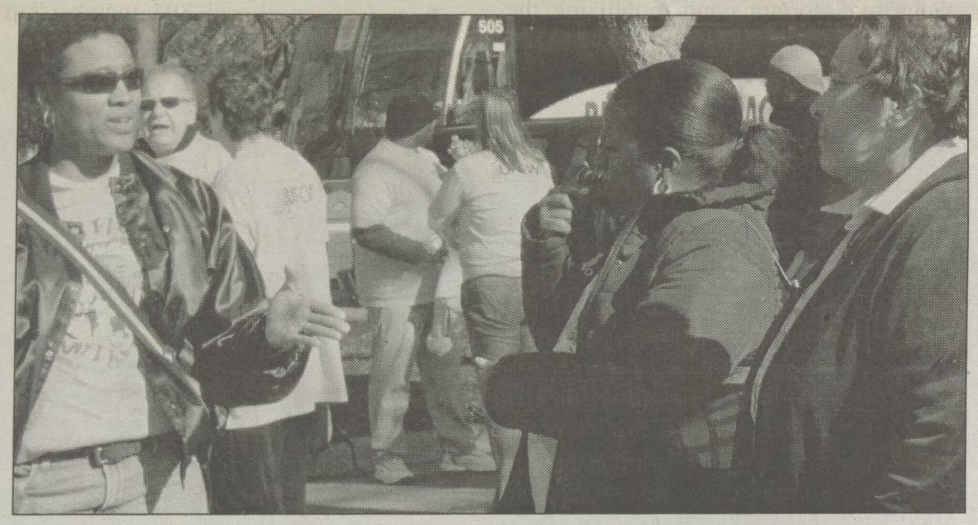
The explanation we got at the count was that all locals were responsible for creating the mailing list for the ballot. The IBT put it on the locals when it came to eligibility issues.

That said, the outcome was clear, as the majority supported this contract.

Now will come the job of enforcing the agreement and seeing how new language for utility employees and four-hour dock casuals plays out. It's up to us to continue to defend our union standards.

Jimmy Rickert

Thanks to Barbara Harvey of Teamsters for a Democratic, rank-and-file freight Teamsters were allowed to observe the freight vote count. Jimmy Rickert and Joe Medrano of Pontiac Local 614 served as observers at the NMFA vote count on behalf of TDU members and other concerned freight Teamsters.



Buses arrive as North Carolina Teamsters, union members, and concerned community members rally at the state capitol in Raleigh on Feb. 9. Thousands came from across North Carolina to stand up for workers rights in the state, especially at the Smithfield meat processing plant where workers are organizing a union against an intense anti-union campaign by the employer.

Why Cincinnati Voted No

Local 100 members voted the contract down, both road and local. It's important to note that the officers of our local supported the contract even though they campaigned against Hoffa.

They voted with him and against the wishes of the majority of our membership.

The members in Cincinnati were the best judge of this contract—not our leadership!

John McCune
Local 100, Roadway
Cincinnati

Our Right to Contract Info

In your last issue you covered members' right to have a copy of their contract. Does that also apply to supplemental agreements? Many locals have side letter agreements, addendum's, memorandums of understandings, part-time agreements, long-haul agreements, and more. What info can we get?

The Hook
Local 848, Vons
Los Angeles, Calif.

Editor's Note: *Yes, you have a right to the entire language of the agreement that covers you, including supplemental agreements, riders, and side letters. Send a letter to your local asking for all of the relevant documents.*

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227.
E-mail: tdudetroit@tdu.org
Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287.
E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at **www.tdu.org** and use the link provided there, or e-mail your letter to **letters@tdu.org**.

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TDU International Steering Committee

Co-Chairs:
Frank Halstead, Los Angeles Local 572
Sandy Pope, New York Local 805
Michael Ruscigno, New York Local 802
Michael Savwoir, Kansas City Local 41

Organizer:
Ken Paff, Detroit

Trustees:
Gary Brooks, Chicago Local 705
Willie Hardy, Memphis Local 667
Joe Sexauer, Chicago Local 743

Members:
Dan Campbell, Milwaukee Local 200
Duke Clark, Chicago Local 726
Nichele Fulmore, North Carolina Local 391
Toni Jackson, Memphis Local 667
Stefan Ostrach, Oregon Local 206
Rick Sather, Minneapolis Local 638
Walter Taylor, New York Local 814

Alternates:
Alex Tenchavez, Los Angeles Local 396
Hugh Sawyer, BLET Div. 316
Jim Reynolds, New York Local 804

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Nov. 2007 for one year. Our Rank & File Convention had 250 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

After Defeating Pension Cuts:

Local 804 Teamsters Organize for Pension Info

Two times in the last 18 months, UPS has blindsided Teamsters in New York City by demanding pension cuts. Now Local 804 Teamster members are organizing to get the information they need to defend their pensions.

Two thousand members have signed a petition to propose changes to the Local 804 bylaws that will put more contract and pension information in the hands of the Local 804 membership.

In November 2006, UPS forced through a 30 percent cut in pension accruals in Local 804. Management claimed that without the cuts the Local 804 fund would fall into "Critical Status" (the "Red Zone") when the Pension Protection Act went into effect.

An actuarial report was leaked that revealed that the Local 804 pension fund had earned dramatically substandard returns on its investments for a decade. AON Consulting reported that, "The average investment returns over the past five years have been a little more than 3%; over the past 10 years the average return has been just 6%."

Substandard Returns

Local 804's pension investment returns were worse than the Central States Pension Fund over the same five and ten-year periods—and worse than other funds managed by AON Consulting.

"For comparison purposes, we looked at another substantial fund we work with and the average returns over similar periods were 6% over the last 5 years and nearly 10% over the past 10 years," AON reported.

According to AON, the Local 804 pension fund had a $378 million shortfall—and approximately $100 million of this was due to poor investment performance.

"Members were shocked. We had always been told that our pension fund was in great shape," said feeder driver Pete Mastrandrea.

"By mandating that our union include a report on our pension fund's performance at every general membership meeting, we can make sure that the membership is never blindsided like this again," Mastrandrea said.

Information Brownout

The second attack on Local 804 pensions came during UPS contract negotiations.

After months of secretive negotiations, UPS and Local 804 agreed to a new contract that would eliminate 25-and-out pensions for all new employees—a deal that was unanimously endorsed by the Local 804 Executive Board.

2,000 members signed the petition for more pension info.

UPS sent every Local 804 member a letter saying that if the contract was not approved then it would be illegal for the fund to restore their pensions.

Members voted the contract down by 3 to 1 anyway.

As a result of their united stand, Local 804 members saved 25-and-out, defeated other givebacks and reversed the 2007 pension cuts.

Information is Power

The Local 804 Make UPS Deliver network showed that members can make a difference when they are informed and involved.

Many Local 804 members were still disappointed with the final contract and felt more could have been won if the membership had been better informed—about both contract negotiations and the real story with the Local 804 pension and the Pension Protection Act.

That's when members decided to propose two changes to the Local 804 bylaws.

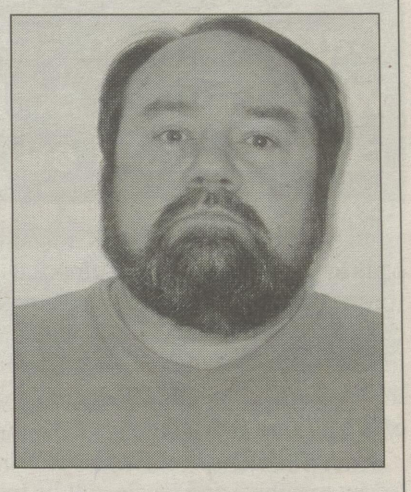
The first change will require the Executive Board to include a report on the Local 804 benefit funds at every general membership meeting.

The second bylaws change will mandate Local 804 to set up a Contract Committee to inform and mobilize Local 804 members whenever a new contract is being negotiated.

"This bylaws vote is about what kind of contracts and benefits we're going to have in the future," said shop steward Tim Sylvester. "Local 804 has always had some of the highest retirement benefits in the country. But we've fallen behind other funds like Washington D.C., Upstate New York, and the Western Conference.

"Local 804 has won top contracts and benefits by leveling with the members and getting people involved. We did that to win 25-and-out before the rest of the country. We did it in 1997. We can do it again," Sylvester said.

Standing Up for Pensions



"This bylaws vote is about what kind of contracts and benefits we're going to have in the future. But we've fallen behind other funds.

"Local 804 has won top contracts and benefits before by leveling with the members and getting people involved. We did that to win 25-and-out before the rest of the country. We did it in 1997. We can do it again."

Tim Sylvester, UPS Shop Steward
Local 804, New York

Mandate for Change

Two hundred signatures are required to introduce bylaws changes in Local 804. *As Convoy Dispatch* goes to press, 2,000 members have signed each bylaws petition.

"Winning strong contracts and pensions by informing and mobilizing the membership is something that every Local 804 Teamster can unite behind," said Jim Reynolds, an alternate steward and one of the leaders of the bylaws reform campaigns.

"Members proved that by signing these petitions in such huge numbers. This is really a mandate for positive change," Reynolds said.

The proposed changes will be voted on at the next Local 804 membership meeting on April 20.

TDU Pension Workshops

Understanding Your Local 804 Pension

Sunday, April 6, 2008

Guest Speaker:
Pension Attorney Ann Thompson

Co-sponsored by the Local 804 Make UPS Deliver Network

For more information, email admin@makeupsdeliver.org or call 718-287-3283.

Other Pension Workshops Available from TDU

Are you interested in setting up a TDU pension workshop in your local? Call Teamsters for a Democratic Union at (313) 842-2600

The Teamster Pension Divide

A study of Teamster pension plans shows a growing "Pension Divide" with the new UPS Pension Plan paying the worst benefits in the country. What does this mean for you and your pension and what can Teamster members do about it?

Central States—After the UPS Pullout

What will the UPS Pullout mean for the tens of thousands of Teamsters who remain in the Central States Pension Fund? What can members and our union do to protect our retirement security?

Protecting Your Pension in the Age of the Red Zone

The Pension Protection Act is now in effect. What does it mean for you and your pension?

Carhaul: Restore National Standards

How About a Two-Year Contract?

Bargaining begins for the national carhaul contract in March, and the concessions at Allied could spread.

Carhaul Teamsters are talking about what we can do to protect our master contract and our Teamster standards.

In late January Teamster carhaul officials met to screen contract proposals and formulate the demands for the national contract that expires May 30. On Feb. 20 local officials will meet again to approve the union's demands. Bargaining will officially start in March.

Hopefully the good proposals submitted by members and locals will be put on the table, but the fact remains that a large chunk of Teamster carhaulers are stuck under the 2007 Allied concession deal that lasts another two years.

Maybe it's time for a two-year contract, to bring back our national standards and then bargain at a better time for our members and union.

Concessions May Spread

The 17.5 percent concessions at Allied would spread to a majority of the industry if Allied takes over PTS.

The future of PTS may not be decided until March, or even later. These concessions hang over the bargaining like a dark cloud.

Even though Jack Cooper, Cassens and Active are making profits, they are going to resist major contract improvements over and above the $1 per hour per year that will be required for pension and health and welfare.

That's why a short-term contract makes sense as part of a plan to rebuild Teamster power in carhaul.

It's time for our International Union to come forward with a plan to restore our national contract and organize to expand our power, and to be held accountable by members and locals.

Turning our union's policies over to billionaire Ron Burkle isn't working. We need a new direction.

Carhaul Members Speak Out

TDU asked carhaul Teamsters what they thought we should to protect the standards in our master contract.

We heard from over 100 concerned members and stewards.

Here's what members had to say.

"The economy is bad and the carhaul industry isn't doing well. But the Big Three positioned themselves to do better with the new UAW contract. By mid 2009, things could be picking up and there will be plenty of cars to haul. Getting a two-year contract now could put us in good shape to make gains in 2010 when the auto industry comes out of this downturn."

Tom Morrow, Allied, Local 79, Tampa, Fla.

"Thanks to TDU for giving us the heads up about the Jan. 15 deadline for submitting proposals. We were able to raise issues pertaining to Teamsters working in rail loading, gate and yard operations. What good is a long contract if it keeps givebacks in place for four or five years? A two-year contract is the way to go this round."

Mike McGee, Auto Releasing/Cassens, Local 325, Rockford, Ill.

"A two-year contract will work until the dark cloud over Allied is lifted."

James Horvat, Allied, Local 512, Jacksonville, Fla.

"A two-year deal sounds better than getting strapped with a four or five year contract that keeps our wage cuts in billionaire Ron Burkle's pockets."

Rick Clepper, PTS, Local 657, San Antonio

"I applaud the proposal for a two-year contract. After that time there will be an even playing field. I'm happy to see some flexibility in the interest of keeping the union strong. Good job."

Maryann Borden, PTS, Local 651, Lexington, Ky.

"Allied just keeps trying and trying to get a little more all the time! It's time for a change, time to start fighting back. Let's all stand together and start doing something about this contract. Let's hold the union accountable. It's time they start working for us again!"

Tim Krueger, Allied, Local 89, Bowling Green, Ky.

It's Your Contract: What Do You Think?

What do you think our union should do to protect our national contract and hold the line against concessions?

We want to hear from you. Contact Teamsters for a Democratic Union at (313) 842-2600, email info@tdu.org, or go online to www.tdu.org.

DHL Contract Revealed

Time to Stand United

For thousands of DHL Teamsters, the long-awaited decision time is near.

Are we going to let this giant corporation put a "red circle" noose around us, and convert good full-time jobs to three-hour part-timers?

The DHL national contract and national Pick Up and Delivery Supplement are not yet public, but we have obtained the key details contained in the deal. The following give-aways have been agreed to by Brad Slawson of the International Union, and will be in the proposed tentative agreement.

As of mid-February, national negotiations have resumed and could wrap up at any time. It's crunch time for saving Teamster standards at DHL.

Givebacks Revealed

Read these give-aways that are in the proposed tentative agreement:

- The employer would be free to employ part-timers "to fulfill its operational needs." There is no limit on the number of part timers who will load, unload, sort, and on the ramp. The only limit of the number of part-time pick-up and p.m. shuttle drivers is 15 percent of the total full-time drivers.
- Part-timers would only be guaranteed three hours work, and may be scheduled to work any five days. Start times for part timers may be changed by the employer up to two hours every day.
- All existing full-timers would be red-circled by name and then guaranteed 40 hours per week unless they are laid off, or ten-percenters. As Teamsters retire or quit, the red-circle shrinks, and the noose tightens.
- Full-timers and part-timers would be on separate seniority lists, creating a whole new second-class of Teamsters, a class that would grow in numbers.
- The employer can choose to be in either the MCLAC grievance panels, or its own grievance panels, with DHL management people holding 50 percent of the cards. This is a UPS-style disaster; ask any UPS Teamster if this system protects them.
- The contract does not bind DHL Express's corporate parent or any other subsidiary, leaving us vulnerable to company shell games.
- The grievance procedure is gutted. The "hammer" of the right to strike is given away. The power of stewards is limited.

Those give-aways have been accepted into the contract by Brad Slawson and the IBT, so it will be up to Teamster members to say No, send them back to the negotiating table to save our contract and a future for good full-time jobs at DHL.

More to Come?

Not all parts of the contract are settled yet. But Teamster officials close to the national negotiations could not name one new positive element in the Slawson-DHL tentative agreement.

There is some hint that there may be some jobs coming back from the @home operation, but that remains to be seen.

And there could be yet more give-aways, such as in attendance policy.

Once the tentative deal is finalized, the International will likely move to a quickie vote, using a combination of threats and propaganda to try to demoralize Teamsters into thinking we have no hope

DHL management has made it clear they are not leaving the North American market, which is also their link to Latin America and stands between their European base and the growing Asian market. But the IBT continues to spread fear, based on Wall Street speculation.

The time is now for concerned Teamsters to step forward. Let every DHL brother and sister know that we can and will vote No to protect our contract, our union and our future.

The Power Is In Our Hands

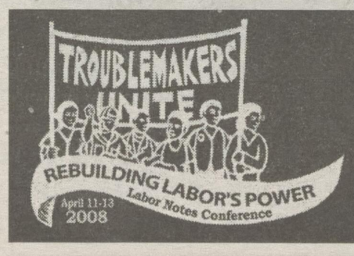
DHL Teamsters are spreading the word about the givebacks in the tentative deal, and you can help. Contact Teamsters for a Democratic Union at (313) 842-2600.

Calling All Teamster Troublemakers:

Labor Notes Conference 2008

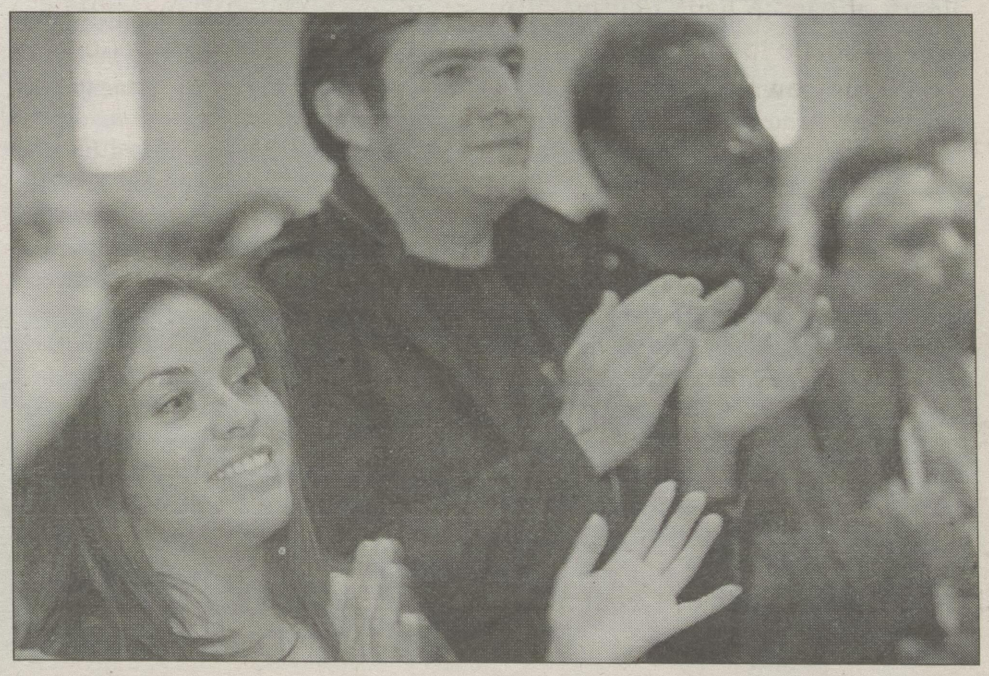
Join hundreds of union members from across North America for the 2008 Labor Notes Conference: Rebuilding Labor's Power.

- **Over 50 educational workshops**
- **Special meeting for Teamster members**
- **Meet and learn from experienced and active members from other unions**

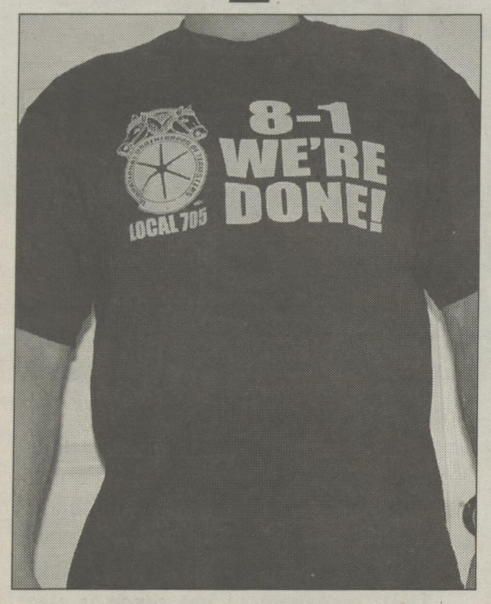


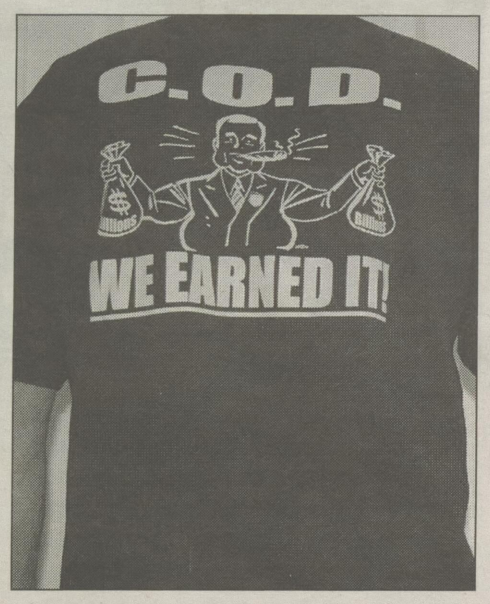
Rebuilding Labor's Power

April 11-13, Detroit, Mich.
Register online: labornotes.org
For more info: (313) 842-6262



Local 705 Tells UPS: '8/1, We're Done!'





UPS has wrapped up a new national contract—but the company's contract headaches may just be beginning.

This week, Chicago Local 705 kicked off a contract campaign with T-shirts that tell UPS management: "8/1, We're Done!" August 1 is the day after the Local 705 contract expires with UPS.

The Local 705 contract is independent of the national agreement and covers thousands of UPS Teamsters in the Chicago area.

"Members are determined to improve the contract. If push comes to shove, we're ready to do what we need to do," said Mark Day, a package car shop steward out of the Northbrook building. "That's the message we're sending with these T-shirts."

Local 710 Teamsters are also covered by a local contract with UPS that is separate from the national agreement. The Local 710 contract covers UPSers in the rest of Illinois, much of Indiana and Davenport, Iowa.

Virginia Local 29

Feeder Drivers Defend Seniority

For two years, UPS management has been violating drivers' seniority rights in Virginia—and getting away with it.

Now drivers have turned the tables on the company to stop the violations.

For the last two years in the Staunton, Va. center, UPS management has been getting away with rearranging feeder runs in violation of the normal bidding process—and feeder drivers' seniority rights.

Now Local 29 drivers have taken action to put a stop to the violation, and they've won a commitment from management that the changes won't happen again.

Right after peak season last year, UPS management announced that they were changing the schedule for over half the feeder runs in the Staunton center.

According to the Atlantic Supplement, feeder drivers are supposed to bid on their runs in March and September.

This was the second December in a row that management had made big changes in feeder runs outside of the semi-annual bid in the contract. Both times the company ignored the bumping procedure outlined in the contract.

Phone Off the Hook

"Members started calling the hall to complain about the change in the runs, but the BA took the phone off the hook," explained Doug Carpenter, a 30-year feeder driver in Local 29.

"We decided to hold a rank-and-file meeting to discuss how we could make the local enforce our agreement," Carpenter said. "We brought in a TDU organizer, and we put together a plan to make UPS honor our contract."

Members wrote a letter to their business agent, asking him to sit down with stewards and resolve the situation. Out of the 74 feeder drivers in Staunton, 63 signed the letter.

When feeder drivers showed up as a group at the union meeting on Feb. 10, the business agent announced that UPS management has promised to stop making major changes to runs in between bids.

"Our BA has done more in the last three weeks than he's done in the last three years," said Mark Painter, a feeder steward in Local 29.

But members are not letting their guard down, Painter said: "Right now we've just got a promise that management will enforce the contract. We're going to keep working to nail them down and get their word in writing."

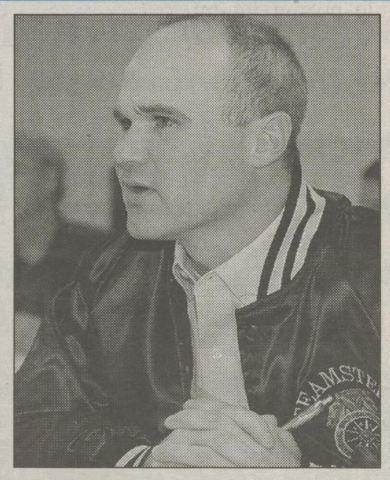
Turning Our Union Around

"Our BA has done more in the last three weeks than he's done in the last three years.

"Right now we've just got a promise that management will enforce the contract. We're going to keep working to nail them down and get their word in writing."

Mark Painter, Local 29
UPS Feeder Steward, Staunton, Va.

UPSers Save the Date TDU Convention: Oct. 24-26



"I attended my first TDU Convention last fall and I will definitely be back this year.

"At the TDU Convention you get a chance to meet rank-and-file members who are truly concerned about their fellow Teamsters and are willing to roll up their sleeves and work together to build up our union.

"The TDU Convention is the place to be if you're a steward or active Teamster who wants to hear straight talk and learn proven strategies for taking on the problems we face in the trenches at UPS."

Matthew Higdon, Local 728 Shop Steward
UPS Package Car Driver, Dalton, Ga.

First Big Test of New Contract

UPS Takes Aim at Package Car Jobs

UPS wants part-time Air Drivers to pick up ground packages—a clear violation of our contract.

This is the first big test of our contract. Will our union answer the call?

As *Convoy Dispatch* goes to press, UPS has launched a new program to use Air Drivers to routinely handle ground packages—a clear violation of the collective bargaining agreement.

This is the first big test of the new contract. Our International Union must answer the call and stop the company from undermining high-paid, full-time jobs at UPS.

The UPS contract prohibits Air Drivers from handling ground packages except under a narrowly defined "exception basis." This language exists to stop UPS from exploiting lower-paid Air Drivers instead of creating high-paying package car positions.

The top pay rate for package car drivers is more than $28 an hour compared to as little as $11.50 for Air Drivers.

On Feb. 15 UPS announced that it accepts ground packages in its drop boxes and that Air Drivers can pick up these ground packages at their regular pay rate.

In a management memo obtained by Teamsters for a Democratic Union, UPS claims it has the green light from the International Union. But members who contacted the Parcel and Small Package Division were advised that our union has made no agreement with UPS and that grievances should be filed.

By standing up for our contract, we can defend package car jobs—and win monetary awards for Air Drivers.

Clear Language, Narrow Exceptions

Article 40 expressly prohibits Air Drivers from handling ground packages. The only exception outlined under Article 40 is when an Air Driver is making a pickup "after the regular driver has been to the customer's premises, and the customer has an exception ground package(s) for shipment."

Any violation of this language requires UPS to pay Air Drivers who pick up ground packages "the top regular package car driver wage rate."

This language draws a clear line in the sand. UPS's new drop box program doesn't just cross the line; it eliminates it altogether.

The contract prohibits Air Drivers from handling ground packages except under a narrowly defined "exception basis."

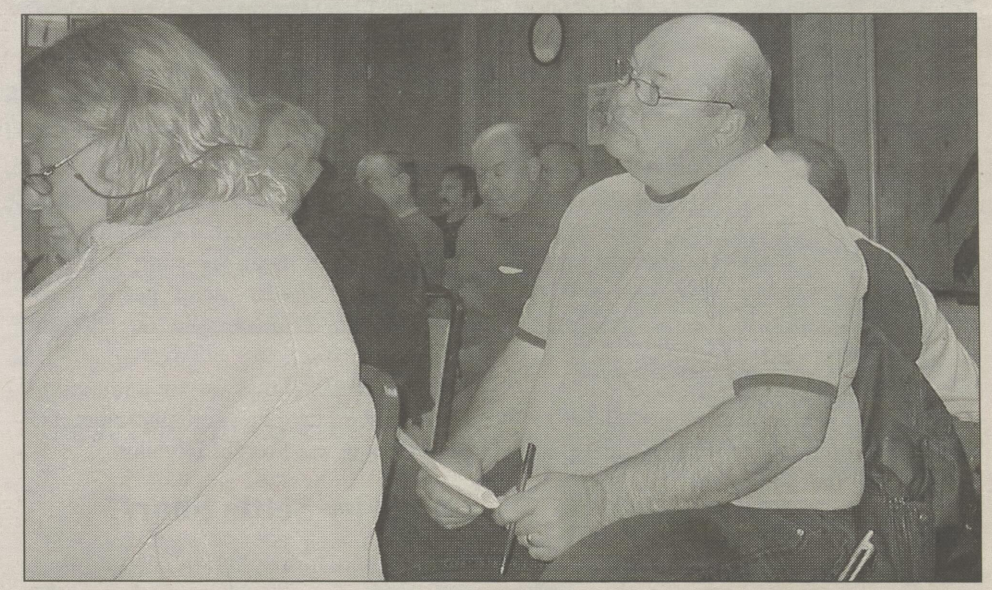
A management memo makes it clear that its new service will be expansive and that Air Drivers will be picking up ground packages on far more than an "exception basis." The memo even outlines instructions for how to respond to increased volume at drop box locations.

UPS Claims Green Light from IBT

In the memo, UPS claims that the International Union agreed to this scheme as part of the new contract. The memo states that, "The new labor agreement provides UPS with the flexibility for all drivers to pick up all packages in UPS Drop Boxes. Part- and full-time air drivers and package car drivers can pick up ground packages with no change in pay rate."

The memo goes on to state that "The new Joint UPS/IBT Competition Committee will review this initiative in six months"—suggesting that the International Union discussed the new program under the committee which was created under Article 26 of the new contract.

With or without union approval, UPS is moving full speed ahead. Drivers are being instructed to post new decals on drop boxes that say, "UPS Ground, Air and International Packages accepted here."



St. Louis UPS Teamsters discuss how to hold UPS to the new contract at a contract enforcement workshop sponsored by Teamsters for a Democratic Union and *Make UPS Deliver*. Concerned members are setting up a series of local workshops and building a contract enforcement network.

Enforce the Contract

If UPS management wanted to renegotiate Article 40, they should have brought their proposals to the bargaining table and put them to a membership vote.

Management is free to expand its drop box program to include ground packages. But until our contract expires in 2013, these ground packages are to be handled by package car drivers. If UPS needs to create more package car positions, so be it.

Our International Union needs to communicate clearly to the company and to Teamster members where it stands on this new program—and management's contention that it is allowed to use Air Drivers to handle ground packages "with no change in pay rate."

In the meantime, stewards and working Teamsters at UPS need to have our eyes open and file grievances on drop box violations.

In the meantime, stewards and working UPSers need to have our eyes open and file grievances on drop box violations.

Our grievances should demand that UPS pay Air Drivers who handle ground packages out of drop boxes the highest package car driver wage rate and that the company cease and desist from this practice.

To read management's memo and for the latest updates, go online to www.makeUPSdeliver.org.

MakeUPSDeliver.org

- Get info on enforcing our contract
- Sign up for email updates
- Build the network of UPS Teamsters working together to hold the company to its word

UPS Freight Going Union

UPS Freight workers are joining our union by the thousands.
Our union can win big for them.

By mid-February UPS Freight workers have signed cards to become Teamsters at terminals that employ 5,600 drivers and dock workers. This means nearly half of UPS Freight terminals have joined the drive, and they are from all areas of the country.

Reports come in by the week from locals that get a majority of workers to sign Teamster cards. Since UPS management withdrew its opposition, it's become a much easier effort.

Also in February, the International Union invoked Article 12, Section 2 of the IBT Constitution, asking each affected local to sign bargaining rights over to the International. Once a majority of locals sign the form, the International will control bargaining nationally.

Bargaining Power Growing

As the organizing drive spreads, so does our Teamster bargaining power. It's likely that 10,000 or more UPS Freight Teamsters will be on board, joining some 240,000 Teamsters on the package side of the company.

This puts our union in a powerful position, and there is no reason we cannot win at least the National Master Freight Agreement.

That would mean bringing company-paid health care, through our union health funds. It would mean top-rung Teamster pensions. It would mean parity with 70,000 other Teamsters in our Freight Division.

It would mean that we are not signing a substandard deal that actually undercuts Teamsters in the Freight Division.

Why Settle Short?

The International Union has said they will instead settle short and use the Indianapolis agreement signed last year for 125 workers as the template for a national agreement. While that agreement has some gains (like overtime after eight hours), it does not have union pensions, it has company health care with an employee payment of $150 per month for family coverage, and low-wage part-timers.

We have the numbers. We have the power. The Teamsters Union should stand strong for the UPS Freight workers and for parity in the freight industry.

Defenders of the International Union's plan have argued that a substandard contract at UPS Freight would at least give our union a foot in the door. They say we can bargain better terms in the second contract.

If the International Union is wedded to this strategy, then the first contract should be kept short so that UPS Freight Teamsters don't have to wait five years to get up to Teamster standards.

A first contract of no more than two years would get our union's "foot in the door" and we could start preparing now to win full parity in the next contract.

Freight Lines

YRC: More Consolidation Coming?

Conveniently at the end of the voting period for the NMFA, YRC announced the demise of 800 Teamster jobs with the closing of USF Holland and Reddaway terminals in the Southeast and Southwest.

Those Teamsters can apply for another YRC job and possibly get hired at 90 percent scale under the new contract. They don't preserve their earned vacation time or other benefits.

CEO Bill Zollars predicts an upturn in profitability by the end of 2008, but there could be more consolidation in the YRC brands before then.

Press releases from the IBT always promise that they are "monitoring the situation" after it's already gone down. We need a union strategy for addressing job protections at Holland, Roadway and Yellow and it's pretty clear that the latest freight contract falls short on delivering that.

YRC Expands in China

Just before downsizing operations in the U.S., YRC found the money for expansion in China.

YRC Logistics will spend close to $70 million to acquire Shanghai-based Jiayu Logistics. Jiayu is an LTL carrier with 1,800 employees and 3,000 vehicles.

Timeline on Hours of Service

The next round in the fight over drivers' hours of service rules is likely to come at the end of 2008 or in January 2009, before the Bush administration leaves office. That will be when the Federal Motor Carrier Safety Administration (FMCSA) will likely issue their final rule to try to maintain the 11-hour drive time and 34-hour restart provision.

A change in federal administration could mean a change in policy on the controversial move to extend driving time.

Those rules have twice been overturned in court, in 2004 and again in 2007, thanks to action taken by Public Citizen. It is expected that Public Citizen will challenge the rule again, at the same Court of Appeals.

Until then, Teamsters and all DOT-regulated drivers will continue to work under the "interim" rules that retain the 11-hour drive time and 34-hour restart.

"I'm done playing games. We can't throw away what our union built up. We need to stand up for the next generation and I'm prepared to do my part."
— George Roussopoulos, USF Holland Local 294, Albany, N.Y.

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production

Other _____

___ $40 one-year membership & subscription to *Convoy Dispatch*

___ $95 three-year membership fee

___ $25 for spouses, and Teamsters who gross less than $22,000 a year

___ $25 for retirees. Retired from Local _____

❑ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Concessionary Deal Approved:

Our Union's Future in Freight Is Up to Us

Die-hard Freight Teamsters swallowed a bitter pill when the National Master Freight Agreement (NMFA) was approved by a two-to-one margin.

When the most concessionary freight agreement in history was first proposed, freight Teamsters were shocked by the givebacks. That shock turned to anger and a nationwide Vote No movement.

In freight locals across the country, working Teamsters rejected the contract, including New Jersey Freight Local 641, Worcester Local 170, Philadelphia Local 107, Pittsburgh Local 249, the Central Pennsylvania Region, Atlanta Local 728, Cleveland Local 407, Youngstown Local 377, Cincinnati Local 100, Detroit Local 299, Milwaukee Local 200, Rockford Local 325, Seattle Local 174, Portland Local 81, and San Francisco Local 85, and more.

The opposition to the NMFA concessions cut across our union's political lines. In reform locals and Hoffa strongholds, tens of thousands of freight Teamsters said No to the givebacks and Yes to uniting to defend our contract.

But when the final ballots were tallied, Yellow-Roadway and ABF got what they wanted: utility employees, part-time dock workers, outsourcing road work to carriers who aren't covered by the NMFA and more.

Why the Contract Passed

Why would the contract pass by a wide margin in some locals, and be defeated in others?

After all, freight Teamsters everywhere understood that the concessions gave away decades of struggle by our union. And the International Union mounted the same sales job everywhere to convince Teamsters that the concessions were necessary to keep the corporation competitive.

Opposition to the freight concessions cut across our union's political lines.

So why did the vote tally vary so widely from local to local?

The answer is that in some areas, Teamster members believed their solidarity would make a difference. They saw their fellow Teamsters speaking out and passing out Freight2008 bulletins. They sensed a commitment that other union members wanted to stand up to employer takeaways, not lay down and say "nothing can be done."

They had the same fear that others had, but they voted No for the future because they saw enough members around them taking a stand, and they wanted to be part of that kind of union solidarity.

We need to build a national army of freight Teamsters.

"Freight Teamsters in Milwaukee cast an informed vote because of the information we got from TDU and the Freight 2008 website. That's what made the difference," said Darryl Connell, an ABF Teamster.

"Local 200 members knew what the problems were with this contract. We saw our fellow Teamsters standing up and we voted the contract down," Connell said.

We needed to strengthen that network of freight Teamsters who are sharing information and standing united. Where we had it, the contract was rejected. During the short period that the International Union allowed for contract discussion, that movement grew. But not fast enough.

The positive side of this story is that over 1,000 freight Teamsters participated in the Freight2008 network. We need to continue to keep in touch, to reinforce each other, to build a national army of freight Teamsters who are willing to work together to rebuild our union's power.

A Turning Point

Some freight Teamsters say this marks the end of the line for the National Master Freight Agreement. We don't think so.

But the wholesale concessions in the 2008 Freight Agreement does mark a turning point—and point to two possible futures for our Teamsters Union.

The Hoffa administration stands for leveling the playing field in our industries by bringing us down toward the nonunion level.

Teamsters for a Democratic Union and the Freight2008 network believe we can defend and improve our contracts and benefits—by mobilizing the power of Teamster solidarity and organizing the nonunion competition into our national contracts and benefit funds.

"I called my business agent to see where the local stood on the contract. He told me they were recommending a Yes vote. That one call convinced me that I needed to join TDU," said George Roussopoulos, a 28-year Teamster and Local 294 member at USF Holland.

"I'm done playing games. We can't throw away what our union built up. We need to stand up for the next generation and I'm prepared to do my part," Roussopoulos said.

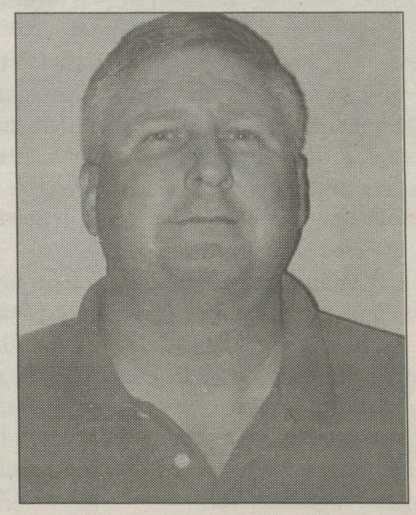
The future of our union is at stake. Our brightest days can be ahead of us if we work together. Let's do it.

Good Info Made the Difference

"Freight Teamsters in Milwaukee cast an informed vote because of the information we got from TDU and the Freight 2008 website. That's what made the difference.

"Local 200 members knew what the problems were with this contract. We saw our fellow Teamsters standing up and we voted the contract down."

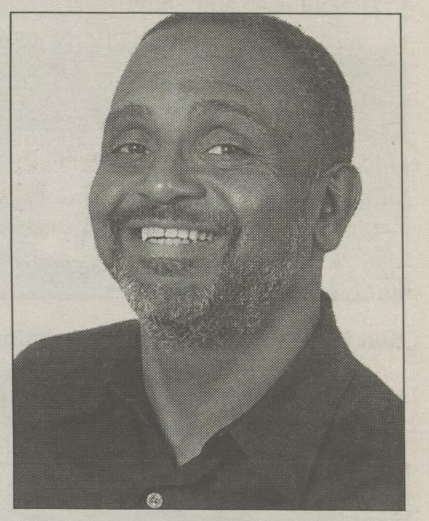
Darryl Connell, ABF
Local 200, Milwaukee

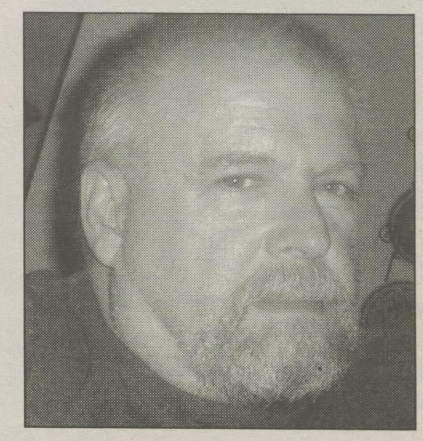


Enforcing the New Contract

"Four-hour dock casuals could mean the end of terminal operations as we know them. If we're going to protect our jobs and standards we need to hold the IBT to their written guarantee that the employers will not be permitted to flood the dock with four-hour casuals to deny employees overtime or work on premium days. The International Union promised in writing that the order of call will provide that four-hour casuals will be called after laid-off regulars and after casuals hired prior to April 1, 2008. We shouldn't see any of these new four-hour casuals until all laid-off Teamsters are back on the job."

Al Wilkins, Roadway
Local 480, Nashville, Tenn.





"Under the preferred carrier language, they can take our freight off the rail and move it with shiny wheels. Already I see YRC Logistics trailers up and down the road. We need to organize these so-called preferred carriers under the National Master Freight Agreement, not substandard deals that undermine our contract. Otherwise YRC will come back in five years and say they want the breaks the union gave away to the preferred carriers."

John Roncinske, Yellow
Local 641, Union, N.J.

Local 89

Ready Mix Drivers Beat Pension Grab

Ready mix drivers in the metro Louisville area have won a new contract that keeps them in the Central States Pension Fund—despite the company's threat to replace their defined-benefit pension with a 401(k).

Local 89 members at Irving Materials Inc. started gearing up a year early to head off the pension threat and win improvements in their contract.

"We went through the contract line-by-line and wrote better language," explained Louis Bowling, an IMI driver and elected member of the bargaining committee. "We gave it to our BA and told him that's what we want in our new contract."

"Management tested the waters to see if they could get us out of Central States. Most of their other facilities in southern Indiana are under a 401(k)," said Bowling. "But IMI doesn't have the deep pockets of UPS—we knew it would be a lot harder for them to write the check to get out of the fund."

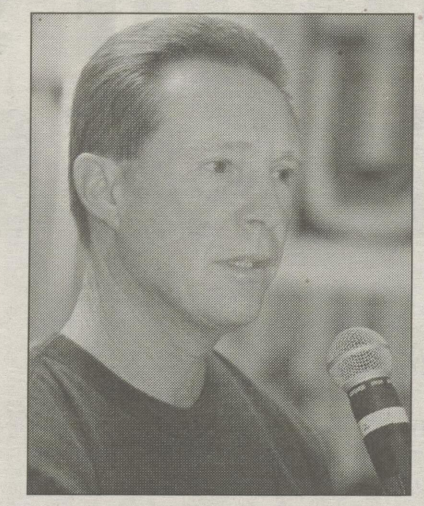
The elected members of the bargaining committee built a rank-and-file network to let members know what was going on in bargaining and to challenge the pension grab.

Members Stand Together

"Management tried to play hard-ball. They put a weak deal on the table and told us it was their last, best, and final offer," Bowling said. "When we told the membership, the word went around that we would never let this contract pass. And the company came back with a better offer."

On Feb. 7, members voted to approve an improved two-year deal that protected their pension and health and welfare and increased their wages by $1.20 over the life of the agreement.

The new contract also contained many of the new work-rule changes that the drivers had proposed, including language that makes the company call the drivers the night before if they are going to work the next day—a big improvement for drivers who used to be on-call every weekday.



"Everything came together for us," said Phil Pennington, a driver on the negotiating team. "We had a big pour at a power plant, and the company didn't want to risk disrupting that. Plus, the cost of our health and welfare actually went down for the first year of our new contract. Members stood together, and we were able to win a good contract because all of these things."

"This two-year deal puts us in line to expire with three other IMI plants in southern Indiana. Right now we all work under different contracts," Pennington said. "In the long run we can push for a common agreement with all those plants. And now is the time to start organizing the nonunion concrete plants too, and get us all working under the same standards."

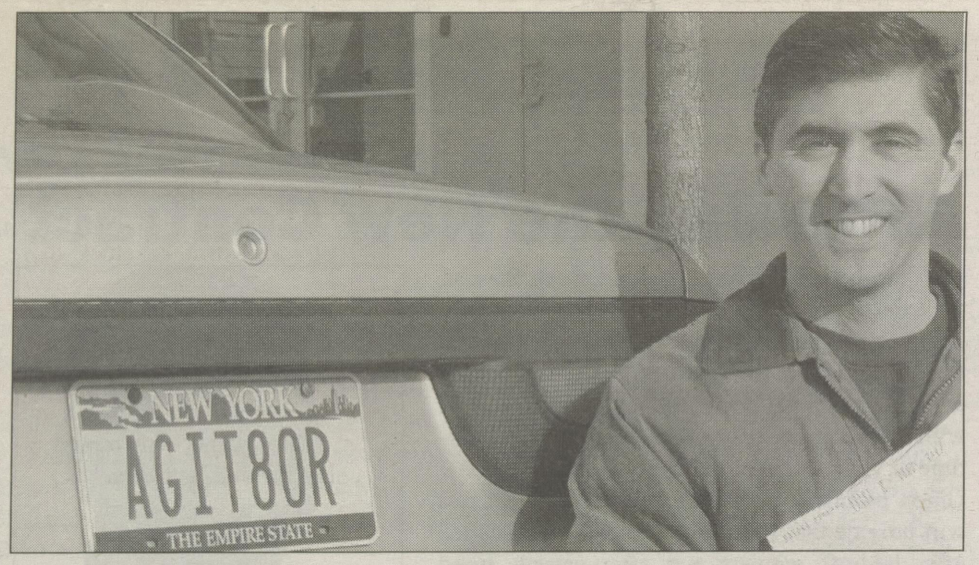
Winning Stronger Standards

"This two-year deal puts us in line to expire with three other IMI plants in southern Indiana. Right now we all work under different contracts. In the long run we can push for a common agreement with all those plants. And now is the time to start organizing the nonunion concrete plants too, and get us all working under the same standards."

Phil Pennington, Local 89
IMI, Louisville, Ky.

A Proud Agitator:

Local 804 Member Stirs Up Unionism



Ken Reiman, the Local 804 Agitator. Check out www.localagitator.com.

An "agitator" is the device in your washing machine that stirs things up and gets the dirt out.

That's also the role played by Local 804 member and UPS package car driver Ken Reiman.

Better known by the name of his newsletter and website, the *Local Agitator*, Reiman exposes corporate greed at UPS and what working Teamsters can do about it.

Never one to duck controversy, Reiman uses his newsletter both to celebrate union achievements like the 1997 UPS strike and to cast a spotlight on Hoffa and Local 804 officials when they fail to stand up to Big Brown.

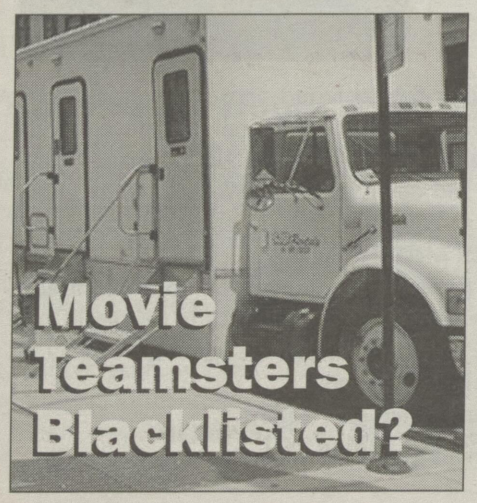
Reiman blasted his local executive board for unanimously endorsing the new concessionary contract—which Local 804 members voted against by a nearly three-to-one margin.

His website also lists the salaries of Local 804 officials who make $130,000 and up—noting that their salaries have grown by 40 percent in the last seven years, twice the rate of the UPS Teamsters they represent.

"I'm just trying to inform people and stimulate them and look at what UPS is doing to us and what's happening in our union. Once members have the information, they can make their own minds.

"I don't mind being called an agitator. We need to stir things up. That's how you get change—and we need it," Reiman said.

Local 249 President Found 'Guilty' by E-Board and NLRB



Wayne Shatkoff, president of Pittsburgh Local 249, was suspended from office on Feb. 8 for a year by the Local Executive Board, after the Board heard charges of blacklisting Teamsters in the movie industry. On February 13, a judge found the Shatkoff administration guilty of the same offense.

An administrative law judge who heard charges filed by the National Labor Relations Board (NLRB) ordered Local 249 to pay some $70,000 plus interest to the three Teamsters who lost work. Some Local 249 members are planning to ask Shatkoff to reimburse the local for what will have to be paid out.

The three Teamsters had complained to Shatkoff and to the International Union about contracts that Shatkoff had bargained and about how he ran the movie division of the local. The Executive Board and the NLRB judge ruled that Shatkoff punished them for their union activity.

Shatkoff told us: "I didn't do anything wrong. It's a political year in this local." The Local 249 election will be later this year. The members of the E-Board ran on Shatkoff's slate, but he now considers them political opponents.

Shatkoff has appealed the decision to Joint Council 40, and General President Hoffa has issued a "stay of effectiveness." This is a common procedure, to allow someone to stay in office during the appeals process. Hoffa stipulated that Shatkoff must have nothing to do with job referrals in the movie industry.

One steward we spoke with called Shatkoff a "little dictator" and several others predicted that he will not be in office past the end of the year.

It looks like Local 249 may be headed for big changes in the near future.

Running for Local Union Office

Members Tell 'Why We Won'

In most Teamster locals, members get a chance to vote for their officers every three years.

In some locals where the officers do a poor job, members put together a slate to change the leadership.

Members who run against an incumbent face an uphill battle. Here are some lessons from members who ran against the odds last year, and won.

Last fall, Teamsters in Chicago Local 743 narrowly voted to replace their old-guard leaders with the reformers of the New Leadership Slate.

"It all started with the members," said John Watkins, a member of Local 743 at the University of Chicago Hospitals. "The old leadership wasn't responding to our grievances. We felt that the new leadership could make a change."

Concerned Teamsters campaigned on the issues that mattered to other members at the U of C Hospitals.

"We listened to the problems other members were having with management," Watkins explained. "We told them that to turn their situation around, we needed to put in new leadership."

Be Positive

The situation was different in Hagerstown Local 992. There, the principal officer was a strong, progressive leader. But after the majority of the local's executive board split and formed their own slate, rank-and-file members had to put together a slate to run with the principal officer.

"We had three slates running against each other, and the other two slates ran a really negative campaign," said Doug Meals, a Yellow road driver in Local 992.

"We tried to keep our campaign positive. We stuck to the issues that mattered to members—like our pension fund. When members asked us a question about the local, we gave them an honest, clear answer. Jim Hoffa Sr. once said if you slight the individual, they'll always remember you for that. But if you tell them the truth, and they don't like it, they'll always respect you."

Starting Early

Meals was elected trustee on the Local 992 executive board, and his whole slate, including five first-time officers, swept the election.

No matter how strong your issues are, members won't vote for you if your message doesn't reach them, or if they don't know who you are.

Successful campaigns start early to build organization and name recognition.

"As soon as we found out that the New Leadership Slate was running, we started campaigning," said Watkins. "We passed out lots of flyers to let members know that they could make a change in this election."

In Hagerstown, members started preparing a year early for the election, said Meals: "Whenever we went out to campaign early on, we would get members' phone numbers. That way we could call our supporters once the ballots were out."

"It took us three tries to get Richard Berg elected. But he stuck to it and so did we. We went all out in this election to spread the word and get out the vote."

"Early on, I scheduled my vacation for the first week of voting. That really paid off when it came time to get out the vote."

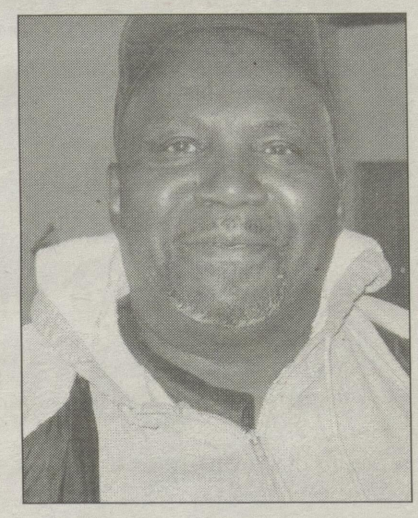
Raising Money

Starting early also gives you time to raise money.

You'll need money to cover at least one first-class mailing to the membership, plus flyers, phone banking, t-shirts, pole stickers, and other costs.

If you're running against an incumbent, you can be sure they'll spend money on mailings and phone banking.

Campaigning on the Issues



"The old leadership wasn't responding to our grievances. We felt that the new leadership could make a change.

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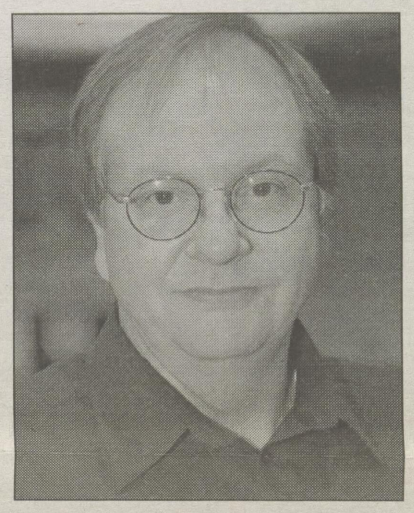
John Watkins, Local 743
University of Chicago Hospitals



Never Too Early to Start

"Whenever we went out to campaign early on, we would get members' phone numbers. That way we could call our supporters once the ballots were out.

"Early on, I scheduled my vacation for the first week of voting. That really paid off when it came time to get out the vote."

Doug Meals, Local 992 Trustee
Yellow, Hagerstown, Md.

An early raffle or petition fundraiser can help raise money and build your phone list.

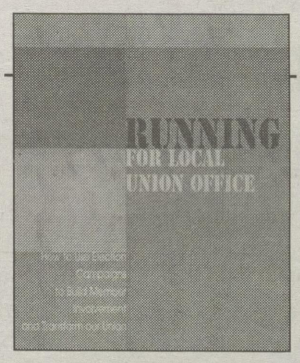
In both Hagerstown and Chicago the winning slates paid for mailings to the entire membership and phone-banked.

The Long-Haul

Many reform campaigns do not succeed the first time—but that doesn't mean the campaigns are a failure. Campaigns that don't win can help build for a future win when members use the campaign to build their organization and support in the local.

"It took us three tries to get Richard Berg elected," remembered Jean Moore, a Local 743 Teamster at the University of Chicago Hospitals. "But he stuck to it and so did we."

"We went all out this election to spread the word and get out the vote," Moore said. "We worked our butts off, and I'm proud of what we've accomplished. Together we can start building a stronger union for our members."



TDU Wrote the Book on Successful Campaigns:

Running for Local Union Office

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❑ Check or money order enclosed

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For more books or info: (313) 842-2600 or www.tdu.org

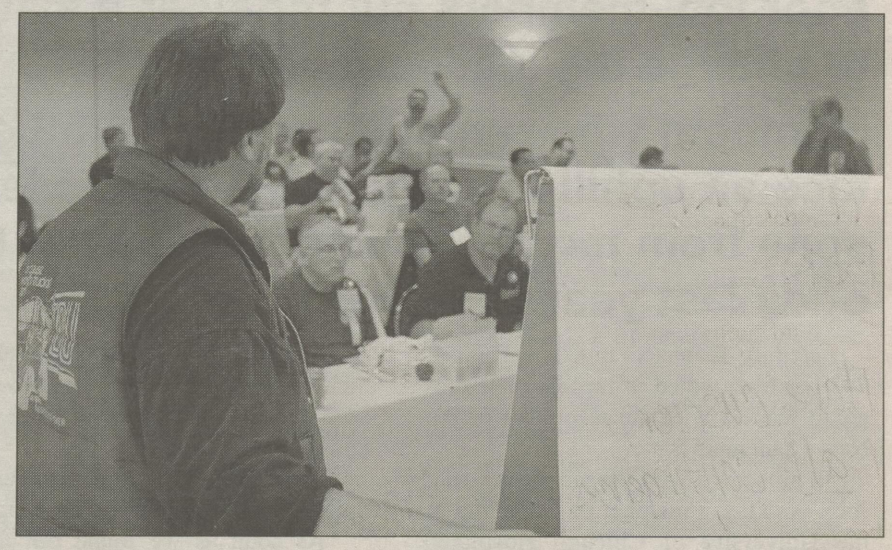
Teamster Education Available from TDU

Educated Members Build a Stronger Union

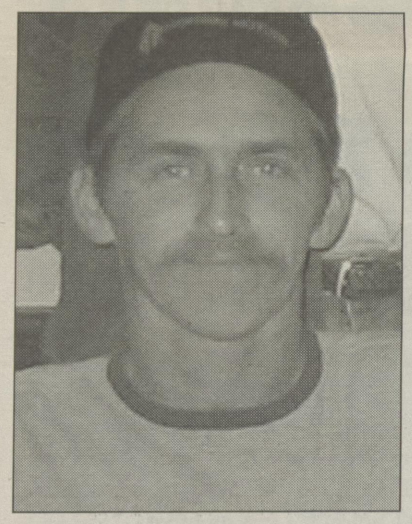
When you have a problem at work or in our union, a little education can go a long way in finding a solution.

Our union is stronger when members know their rights and how to use them.

For over 30 years, TDU members have been setting up educational workshops and training Teamsters to know their rights, solve workplace problems, and build stronger locals.



Meeting Gets Results



"When members of our local tried to call our BA about a problem we were having, he took his phone off the hook.

"We decided to hold a rank-and-file workshop to discuss how we could solve the problem ourselves. We brought in a TDU organizer, and we put together a plan to make UPS honor our contract. Now we've won a promise from the company that the problem will be solved."

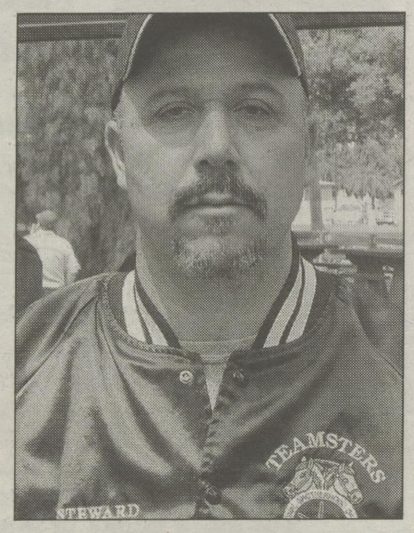
Doug Carpenter
Local 29, UPS Feeder Driver
Staunton, Va.

Learning How to Win

"Last year I attended the TDU Convention for the first time, and I was really impressed with all the workshops that are available.

"TDU is the place to go if you want to learn how to win more grievances or win a better contract. Now I'm bringing that knowledge back to the members in my local."

Isidro Valdivia
Local 396, Waste Management
Los Angeles, Calif.



TDU Workshops Available

▶ Protecting Teamster Pension and Health Benefits
Learn how new pension laws affect our benefits and what members can do to defend and improve them.

▶ Enforcing the UPS Contract
Find out how to use the new contract language and hear successful strategies for enforcing the agreement.

▶ Organizing to Win a Strong Contract
Learn tactics that can unite members, increase your bargaining leverage, and help you win a stronger contract.

▶ Legal Rights on the Job and in the Union
Use real-life scenarios to learn more about the ins and outs of your legal rights on the job and in the union.

▶ Shop Stewards' Rights and Strategies
Legal rights and effective strategies that active members can use to enforce the contract and defend members from discipline.

▶ Putting Teeth in the Grievance Procedure
Don't let management bog you down in the grievance procedure. How to choose your battles and use grievances to combat apathy and build unity.

▶ Running for Local Union Office
Common mistakes and proven strategies from winning campaigns on how to run for office and win by planning a reform campaign.

Set Up a Workshop in Your Local

Want to set up a workshop for members in your local? TDU can help. For more information, call Teamsters for a Democratic Union at (313) 842-2600, or email info@tdu.org.